



INDIANA HOOSIER

Flashback: 2023 Scholarship Spotlight

ISSUE NO. 2



Rob Kelly, Sr. Director of Operations at University of Notre Dame - Mendoza College of Business is pictured with the Scholarship winners of Indiana UPMA Chapter Convention, 2023. The Indiana Chapter hosted their convention at Embassy Suites by Hilton - South Bend at Notre Dame.

In 2023, Jackson Ingenito, Braden Reamer, Ethan Yost, Kelsey Grube and Sawyer Schill were awarded \$2,000 by the Indiana UPMA Chapter to further their education in various fields and Rob Kelly was the keynote speaker at the banquet held in recognition of their achievement. Sr. Director Kelly spoke to the audience on the importance of what leading truly is.

Leading is serving. LEAD with humility. Leading is loving.



Pam Ford, Ret. PM & Past Scholarship Chairperson presented the Honorable guests' with their Scholarship and invited them to speak on goals and plans of their future.

Frame your mindset to understand that challenges are opportunities. Kelly is an avid reader of leadership books and displays this through his hard work and investment in his career and family. Sr. Director Kelly was an honorary guest of the convention and went on later in the year to return to a Indiana Chapter hosted event, CAOS (Central Area Officers Summit) in Indianapolis, IN.



INDIANA HOOSIER

ISSUE NO. 2

YOUR UPMA, INDIANA CHAPTER BOARD



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We want to hear from you!

We would like to have committees for Chapter events and would love for more people to be actively engaged with UPMA happenings.

Do you like to recruit people and want to be part of growing our membership?

We train, develop and guide our members and could utilize your skills today!

What can we do for you?

<https://IndianaUPMA.org>





INDIANA HOOSIER

Join us for the 2024 Indiana Chapter Convention!

**Doubletree by Hilton Evansville
April 28-30th, 2024**

**Engage with other leaders
and build a strong network of
resources**

**Hear from District Leadership,
open panel opportunity**

**Meet your fellow UPMA
members, the Indiana
Executive board and National
UPMA Executives**

**4/28 UPMA Business Meetings
(Banquet 6pm)**

**4/29 UPMA Business Meetings
(Free night)**

**4/30 USPS Indiana District
Training Day (Proposed
Agenda below)**

**DM/MOI/MPOO Panel
8-9am
OPEX Training
915AM to Lunch**

Afternoon deep dive with MOI



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(812) 423-5002 opt. 2 or direct # (812) 618-9214



INDIANA HOOSIER

2023 Scholarship Spotlight

Ethan P. Yost

Ethan planned to attend St. Louis University on a medical scholarship with a minor in Spanish. Ethan hopes to study in Madrid. He is pictured at the 2023 Indiana UPMA Chapter Convention with his family: Ret. Postmaster, grandfather – Tom Yost, Grandmother Carol and parents Kim & Rich Yost. Ethan was a recipient of a 2023 scholarship from the Indiana UPMA Chapter.





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2023 Scholarship Spotlight



Braden Reamer

“I am blessed and honored to have been selected as a recipient of the UPMA Indiana Chapter scholarship. I can assure you that your investment in my education and my future will be put to good use. Again, many thanks for the generous scholarship you have gifted me.”

Braden was a 2023 Indiana UPMA scholarship recipient and planned to attend Purdue University to major in mechanical engineering. Braden was on the Deans list for semester 1 and continues to excel in his studies. Pictured below with Braden are his parents Larry & Angie Reamer and Ret. Postmaster/Past Retiree President for Indiana UPMA, Judy Dishman.



Braden Reamer and Jackson Ingenito are the grandsons of Judy Dishman, both Scholarship recipients at the 2023 Indiana UPMA Chapter Convention.





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2023 Scholarship Spotlight



Jackson is now the Vice President of external relations at his Fraternity! With this position, he also runs philanthropic events in which he raises money for global education, serving others. In addition, he picked up a concentration of international business, in addition to his major in marketing and minors in French and Spanish.

JACKSON INGENITO

Dear United Postmasters and Managers
Scholarship Foundation,

I would like to share a sincere thank you for allowing me to pursue my dreams through my education. With this scholarship I will have more time to focus on my studies and participate with community involvement, something which I am passionate about. Your generosity speaks volumes to me, and I look forward to giving back to others the way you have done for me.





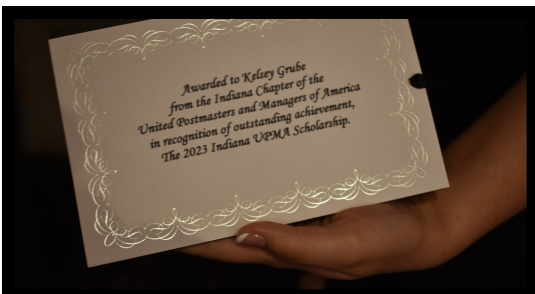
INDIANA HOOSIER

2023 Scholarship Spotlight



Kelsey Grube

2023 Scholarship recipient, Kelsey Grube, planned to attend Purdue University to study Biomedical Health Science. Kelsey's sister Sophie, dad Shawn Grube, Postmaster Winamac and grandmother, Postmaster Retired, Pat Grube attended the banquet with her.





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2023 Scholarship Spotlight



Sawyer Schill was a 2023 Indiana Chapter Scholarship and spoke to the members about his plans to attend the University of Central Florida. He planned to study character animation and film.

Sawyer Schill

Prior to the banquet held to recognize the recipients, Sawyer is pictured with his grandparents Chuck and Linda Green. Chuck retired from the USPS and served as Postmaster of Beech Grove. Also pictured are Sawyer's parents, Eric and Lane Schill.





Zack DeLaruelle
Indiana UPMA Chapter
VP Membership

A hot topic right now within the Indiana District is leave management. There are many training videos for reference on the CRDO webpage, gatekeepers in each MPOO group, and resources devoted to ensuring it is completed accurately, efficiently, and promptly. So, I'm going to take a moment to discuss good tactics to utilize when managing leave. This should not be treated as an exhaustive article; I only hope I can assist you in managing your leave.

The first idea to implement should be proactive in nature. Begin with quarterly attendance reviews, sit down with the employees one at a time, review their 3972 from eRMS, communicate Postal expectations from the ELM regulations, and provide them honest constructive feedback. This should be done without ire, without the Union, and without judgment. This will provide your employee with the impression you take attendance seriously, genuinely care for them, and keeps the communication between Management and Craft open and honest.

Next, and equally as important is modeling the behavior you want to see from your employees. If you want your employees to report to work consistently and show up to work on time ready to work, YOU need to model that behavior. Be a cornerstone of your operation. Your employees should know when to expect you at work and know they can count on you to keep your schedule.

When your employees do call in sick, try not to be angry. People get sick, and the Postal Service is coming out of COVID-19 where we told employees almost daily to stay home if they're sick. I understand it's frustrating and I am not exempt from the untimely sick call, crushing absence, or the dropped route when there is no one, no way to cover the route. Regardless, it does not help in any way to become angry. Upon their return to work, meet with them. Have their PS 3971 ready to sign, provide a Welcome back packet of our ELM regulations, and discuss the absence with them. Make sure they're better, offer EAP if necessary and/or FMLA. Do NOT discourage FMLA or shame them for calling in sick. The way you respond to their absence sets the tone for your unscheduled leave. Imagine if you call in sick, and the boss doesn't say a word to you. You're more prone to call in sick next time thinking, "they must not care if I call in sick." Or the other way, you shame them for calling in sick, belittle them for not caring about their job/route/customers/etc. only providing negative comments. This employee will become angry, resentful, or hard-hearted. You do not know what employees are going through in their lives, they know the impact of their absence. It is good to remind them of their impact though, a simple, "We really missed you yesterday" in a genuine tone can go a long way. "We really struggle when you're not here, you're an integral part of the operation." These comments provide concern but also urgency and make the employee feel important.

Finally, after the employee has missed the number of days necessary to bring attention to their absence you are left with no other course of action. You must conduct an Investigative Interview to determine the reason they are missing work, offer FMLA, and EAP. I hate the word discipline, please use corrective action when you must issue it. With that being said when needed you should provide corrective action, but this should be a last resort and only after you've exhausted other avenues or it is clear there is no other option. Then, make every effort to be timely, provide the documentation necessary to all individuals, and follow up properly.

Timeliness is key in the process, you can't call an employee in for an investigative interview a week after their 4th occurrence. This should be done when the report back to work or at the earliest opportunity. Then, you can't issue a Letter of Warning days after or even a week after the interview. That is one of the reasons we have the opportunity to print our own LOW and 7-Day Suspension at the local level. Providing documentation to the Union, Labor Relations, and the employee's file is vital to the process. Follow up is the most important aspect of all corrective action, it can truly change an average employee into a great employee. What do I mean by follow up? Personally, I give the employee 2 weeks after their corrective action and sit back down with them regardless of how they are doing with their attendance. You provide them feedback, regardless of it being positive or negative. Letting an employee know how they are doing after issuing corrective action is more important than the corrective action itself.

One final word; you must make sure you are keeping your eRMS dashboard up to date. This is a great tool to assist you with your attendance if used. It has FMLA messages, the employee's sick calls, Attendance Reviews, a repository for actions taken and grievances/settlements made.

Meet the 2024 UPMA

National Candidates



National President

Tony Leonardi



My fellow UPMA members, I am asking for your support in helping lead UPMA—the organization best prepared to protect and serve every EAS employee in the U.S. Postal Service. As your candidate for UPMA national president, I bring extensive knowledge and experience, a bold vision for the future and the energy to make it happen.

What are my plans for the future of UPMA? I will continue to invest and grow this organization as rapidly as possible. In just two years, we have increased membership by over 5,000 new members. Along with our highly motivated Membership Team, Katie Evertsen and I have worked hard to implement our ambitious recruitment plans.

There has been a cost, but, simply put, what the organization previously was doing was not working. When it comes to membership, failure is not an option. I believe we can and ought to be the largest EAS organization in the Postal Service.

Why? Because we have the best leaders and the most to offer. And, most importantly, we are not afraid to do the work that it will take.

I will continue to prioritize membership efforts while looking for ways to reduce costs throughout the organization. Indeed, I commit to ensuring that we carefully examine all our expenses. We will take a hard look at combining some events, changing locations or venues, reconsidering how we're paying for certain events and, in some cases, perhaps eliminating them altogether.

Rest assured, these decisions will not be made in a vacuum or unilaterally. The National Executive Board will play its vital role in the process. Every member of our board will be accountable for their decisions, as will I.

With decision-making authority comes great responsibility. Working together to properly address our organization's financial needs, we can continue to move forward while also replenishing our reserves so they'll be there when we need them.

When I am elected, we will find ways to provide more support at the national level to chapters. For example, engaging our National Member Representation team earlier in the process when discipline is

issued, thereby taking some of the pressure off chapter leadership.

It is essential that every one of our members feels their voice is heard and their needs are met. As your president, I will coach and mentor chapters where finding people to lead has been difficult or where current leadership simply has not been responsive to the members.

We will not abandon these chapters! We will work diligently to make sure all our members are served.

I also want to make clear I would not be running today if I did not have the full support of my wife Karyn and daughter Belle (who is my world).

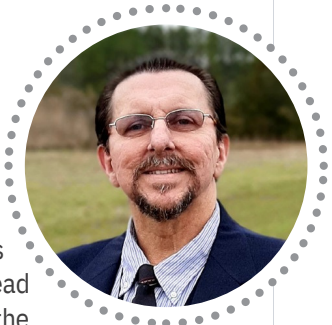
I will leave you with this quote from Henry Ford: "If you think you can or you think you can't, you're right." If we communicate, keep an open mind and work together, we can accomplish anything.

I appreciate all of you and look forward to gaining your trust and support.

National Vice Presidents

ATLANTIC AREA

Morty Bennett



I would be honored to receive your vote in the upcoming election for Atlantic Area national vice president. I may not receive every vote, but my intention is to represent everyone. My objective in being an Executive Board member is to carry out what is best for UPMA as a whole.

I have been a part of some recent UPMA events, including the Membership Kickoff meeting in January, as well as the 2024 Legislative Summit in March. You're only one event away from a totally different outcome!

My wife Laurie and I live on our Eastern Shore family farm, circa 1660, outside Onancock, VA. Our children, as well as some of our grandchildren, are adults and live in various parts of the country, including Washington, North Carolina, Virginia, Maryland and Pennsylvania.

Before my USPS employment and joining UPMA, one of my greatest accomplishments outside my family was helping with successful negotiations with congressional committees, as well as national, state and

locally elected officials. With the support of my family, friends and teams, I have been truly blessed to serve in numerous other capacities and receive several honors during my UPMA tenure and USPS career.

I was elected Virginia Chapter president in 2023, vice president in 2022 and 2020 and serve as a Chapter Member Representative, assisting our members since 2020. I'm currently involved in trying to spread our UPMA message and membership through Facebook and other social media platforms.

I'm a UPMA Virginia administrator and a Level-18 Postmaster. I'm also a moderator for Virginia Lead and Group Expert of USPS Leaders—EAS and 204(b) only. I am a top contributor to USPS Survivors (EAS only), contribute to LEAD (USPS only), Postmasters and Managers of America and USPS Zone, plus other sites.

I have been in the Atlantic-Eastern edition of the *Area and Regional Update*, November 2023, Virginia District; *Atlantic Area Insight*, July 20, 2023, issue, page 4, "District in the Spotlight: Virginia;" our team

and/or members have been in "Lead to Win—Project the Q," March 18, 2021, page 2; "Lead to Win—#PostalProud—INSIDE BLUE," Jan. 22, 2020, page 7; Capitol-Metro Area "Holiday Happenings—This Is Our Season," Richmond District, Dec. 2, 2019; and "Engage Weekly," Oct. 29, 2019, issue 180, page 5.

Some of my other USPS credentials include Certified Engagement Team leader, Employee Engagement champion and Ad Hoc EAS (as well as clerk) facilitator. I also was a Richmond District Inclusiveness & Diversity Advisory Committee (IDAC) member. Our Accomac Business Connect Activity is one of the few in our respective district well over 100%; we currently lead MPOO E in Customer Connects.

I would appreciate the opportunity to help carry our organization into the future. Thank you for your consideration and continued support. Together, we can accomplish so much!

Stephanie Thompson



I am pleased to announce my candidacy for Atlantic Area national vice president. I have worked for the USPS since 1996. I have held several Postmaster positions—Levels-18, -20, -21 and -22 offices and detailed in a Level-24.

I have a wealth of knowledge I am

willing to share due to my experience in these different levels. I promote training and mentoring of our future leaders and drive the power of UPMA across two districts.

In UPMA, I am blessed to serve as president of the Pennsylvania Chapter. Previously, I was executive

vice president. I have received two Golden Eagle Awards for my commitment to membership.

I work tirelessly to help all the members of our organization; I am a Chapter Member Representative.

I work with USPS Pennsylvania district managers, MSCOs and POOMs to advocate for our members.

I feel I am the best fit for this posi-

tion and will work hard to advocate for all members across the Atlantic Area. I thank you in advance for your consideration of me as the next

Atlantic Area national vice president.

CENTRAL AREA

Jason Croshaw

Fellow Postmasters, Managers, EAS professionals and Supervisors, I am proud to be running for Central Area national vice president. I have met many of you at the Legislative Summit and national convention as I make my rounds, talking with everyone and visiting hospitality rooms.

I have been with the Postal Service since February 2014, starting as an RCA in Georgia. Shortly after becoming a regular carrier, I approached my Postmaster and expressed interest in upward mobility. I spent several days off going to offices around the metro Atlanta area with my eCareer profile, speaking with Managers and Postmasters. It did not take long before I began a detail as an acting Supervisor in the Atlanta Post Office, eventually getting a *Form 50* Supervisor position in Atlanta. In 2018, I packed up my life and moved to Minnesota to become a Postmaster.

I still remember my Postmaster Essentials class when Jolene Boos came in and spoke about UPMA; I

joined that day. My first time attending the Minnesota Chapter Convention was in 2020. I was the only member to attend in person who was not a member of the Executive Board.

At the 2020 convention, I became Legislative and PAC vice president. Over the past three years, I have worked in the Minnesota Chapter to improve our relationship with members of Congress and increase PAC participation through sharing knowledge on the importance of PAC at conventions and through our newsletter. I also am a Chapter Member Representative. In January, at our membership training, I reached the \$2,500 level for PAC contributions and intend to continue to increase that number.

Now that you know who I am, why do I want you to vote for me for Central Area national vice president? As my history shows, I am not afraid to step up to a challenge. It is the responsibility of all UPMA members to coach, mentor, support and represent our fellow EAS employees of all job titles, as well

as those seeking the opportunity to join the EAS ranks.

Even as the environment in the organization is becoming a “give them paper” atmosphere, our duty is to lift each other up and help our colleagues who are facing challenges. I believe fresh faces will bring fresh ideas in UPMA; I would be a fresh face on the National Executive Board.

We need to develop the next generation of leaders in our organization to continue to grow and thrive. And we need to strategically invest in our members through funds and personal interaction.

I look forward to speaking in person with you all at the Legislative Summit and throughout the Central Area chapter conversations! If you would like to speak with me, ask more about me or need assistance with a challenge you are facing in your office, I can be reached at upma@jasoncroshaw.com or 470-314-2516.



Jim Maher

I am running for Central Area national vice president. Many current and former UPMA leaders across the country have encouraged me to seek another term and, with your support, I would be honored to serve you.

UPMA has been a major part of my life for many years. I have served in many different positions on the National Executive Board, but this position allows me to work directly with you, the Central Area members. You are the grassroots of the

Postal Service and UPMA; you work hard to balance the daily challenges of work and home and I will be here to assist in any manner possible.

The Chapter Member Representen-



tative Academy training program I helped create is one of my most proud accomplishments. It is critical that we have strong, skillful representatives in every chapter to protect our members. I will continue to advocate for this program and its expansion when I am elected.

There are many places where the first response by the Postal Service appears to be instant discipline. While we can't stop that, we can—and we should—make sure each chapter has well-trained representatives to help in these situations. This will be one of my primary objectives.

As a former national secretary-treasurer, I have unique qualifications and expertise in understanding

UPMA's national finances. My focus on fiscal responsibility and oversight demonstrates a well-developed knowledge of UPMA's financial management. By understanding and differentiating between necessary expenses and areas where costs can be contained, I am able to navigate the financial decisions in a prudent manner. I will continue to monitor your funds as if they were my own.

We have a great team in the Central Area. It has been a joy to get to know so many of you on a personal level. It's also rewarding to be able to work with many of you to help grow the organization.

Most of our members are willing to give of their time and skills for their chapters; this is proven by our

significant growth and proven leadership. That is a tribute to you! I will be a constant resource and advocate and serve your needs and interests.

When deciding who to support for Central Area national vice president this year, please ask yourself who has the dedication, experience and proven ability to solve problems and drive UPMA forward in a positive direction.

There is one thing I have never forgotten—I work for you! I will continue to prioritize your needs and work diligently on your behalf.

I, Jim Maher, respectfully and humbly ask for your support and vote for Central Area national vice president.

SOUTHERN AREA

Darwin Adams

I want to be your next Southern Area national vice president. I have been with the USPS for over 29 years and a Postmaster for 11 years.

It is with a strong desire to continue to serve this great organization that I ask for your vote for Southern Area national vice president. From the start of my postal management career, our organization has been a top priority in my life.

Since joining in 2008, I have not missed my chapter convention or a national convention. I have served at the chapter level: vice president, Membership chair, Chapter Member Representative, district director and National Membership Team.

I currently serve as Texas Chapter president. I served 10 years in the U.S. Army.

Times like these demand that we have experienced, dedicated members serving on the UPMA National

Executive Board. The board's hard work is much more involved than many members realize.

UPMA's National Executive Board sets policies that shape the direction in which the organization will go. The board also monitors and protects our hard-earned, highly valuable assets and, most importantly, safeguards the jobs of the members we have pledged to serve.

I have the experience and skills, as well as a good rapport and working relationship with many top USPS leaders, that make me the candidate best prepared to represent our members and ensure everyone gets the fairness and protection they deserve. Because I have gained a thorough understanding of every aspect of our organization at the chapter and national levels, I bring an unparalleled level of knowledge and readiness to the race for this position.

We are facing major challenges in our organization; I know I can help solve them. I will work hard to ensure our continued financial viability and represent our members the way they deserve to be represented.

When deciding who you will support for Southern Area national vice president, ask yourself, "Who has the dedication, the experience and the proven record to get problems resolved and keep us moving in a positive direction?"

Thank you for letting me share my thoughts. I am asking for your vote for Southern Area national vice president. Again, I want everyone to "Think Big, Be Big." Thank you for your time and consideration.



WESTPAC AREA

C. Scott Christansen



I'm pleased to promote my candidacy for WestPac Area national vice president. As an EAS employee, I have served in a number of positions, both *Form 50* and on detail, including Level-17 Supervisor; Level-18, -18b, -20, -21 and -22 Postmaster; Level-22 Manager; and Level-25 MPOO.

I currently serve as the Level-21 Postmaster in Ellensburg, WA. I am the UPMA Washington Chapter president and formerly held the position of executive vice president. In 2024, I was appointed to the National Membership Committee for a

third, consecutive term.

I am committed to the success of the USPS and what I believe is its best untapped resource—UPMA. I am a firm believer that the most successful Managers also are members of UPMA. I'm invested in this organization for the long haul and will bring a fresh perspective to the board.

Our pay and benefits must be reflective of the duties and responsibilities with which our positions are entrusted. I will continue seeking dramatic improvements in our workplace culture where dignity

and respect are non-negotiable.

I will advocate for you with a level head and in a respectful, persuasive and unrelenting manner, while investing in and developing those relationships to best represent our members. When you attend your chapter convention and cast your vote, I ask that you support my campaign.

I'm all in—all the time. I thank you for your consideration, C. Scott Christansen.

Original publication in the UPMA LEADER March 2024



Looking very much forward to seeing you at the Chapter Convention in Evansville, IN April 28th-30th, 2024. If you have not registered yet, it's not too late and you can find all of the information in this publication as well as visiting IndianaUPMA.org.

For those planning on attending we have a lot of giveaways, good food, and information to pass along to you. If you have been wondering how to get more involved it starts at your local Chapter Convention.

Knowledge is power, come share in being a well informed Postal Employee and UPMA Member.

Safe Travels!

Jeff Jarrett, President
UPMA – Indiana Chapter

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Form 1187

Request and Authorization for Voluntary Allotment of Compensation for Payment of Employee Organization Dues

Fill Out Form On-line, Print it out, and Return to UPMA National Office at the Address Below for Processing

Section A: All New Members Complete

USPS Employee Identification Number (EIN)	Social Security Number	Date of Birth	Gender Male <input type="checkbox"/> Female <input type="checkbox"/>
Name (PRINT Last Name, First, MI)		Contact Telephone	
Home Address (Street and Number/Box)	City	State	ZIP+4
Personal E-mail Address			

Section B (Check One): Postmaster Manager/Supervisor Associate PMR

Position	PO/City/State/ZIP
Post Office/Work Telephone Number	Pay Schedule Level
Post Office/Home Payroll Office Finance Number	Designation Code

Section C: For Use by the Employee Organization



Mail completed form to: **United Postmasters and Managers of America (UPMA) 8 Herbert Street Alexandria, Virginia 22305-2600**

Visit the UPMA website unitedpma.org for membership benefit information.

Section D: Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay each pay period the amount certified above as the regular dues the (UN-P) United Postmasters and Managers of America (UPMA) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted that is certified by the above-named employee organization as a uniform change in its dues structure.

I understand that this authorization is a pay periods deduction. It will become effective the first pay period, following its receipt in the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600.

I further understand that revocation forms Standard Form No. 1188, "Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues" are available from my employing agency and that I may revoke this authorization at any time by filling such a revocation form or other written revocation request by "Certified Mail" directly to the employee organization's headquarters office: UPMA, 8 Herbert

Street, Alexandria, VA 22305-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

Signature of Employee	Date
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Section E

Check this box to signify you've read and understood the terms in Section D of this form.

Who/what most influenced your decision to join UPMA?

Person's Name

Career Awareness Conference USPS Provided Training Other

UPMA NATIONAL OFFICE FOR PROCESSING



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- What to Expect in the Supervisor Role
- Developing Your Career

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- Accelerated Self-Development
- Building a Positive Workplace Culture
- Networking by Organization
- Effectively Developing Your Team
- Maximizing Benefits & Finances within USPS



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